

HRG Memorandum 15-15



Commonwealth of Kentucky
Personnel Cabinet
Department of Employee Insurance
2nd Floor, State Office Building
501 High Street
Frankfort, Kentucky 40601

Website kehpn.ky.gov

To: KEHP Human Resource Generalists

From: Department of Employee Insurance (DEI)

Re: Spousal Benefit Update

Date: July 1, 2015

Based on the recent ruling by the U.S. Supreme Court, the Kentucky Employees' Health Plan (KEHP) is extending eligibility for spousal coverage.

Effective July 1, 2015, Kentucky Employees' Health Plan (KEHP) will provide a special enrollment for persons who are of the same-sex and in a marriage that is lawfully licensed.

Enrolling During Special Enrollment Period:

- 60 day Special Enrollment Period (July 1-August 31, 2015);
- Enrollment is allowed for employees currently covered under the KEHP who have a same-sex spouse in a marriage not previously recognized by Kentucky and which is lawfully licensed;
- Dependents of the same-sex spouse may be added to the employee's KEHP plan;
- All standard KEHP plan rules will apply to newly eligible spouses and dependents;
- Coverage will be effective the first day of the month following the signature date on the application (e.g., application signature date July 11, 2015 – coverage effective August 1, 2015);
- Verifying documentation must include the following:
 - Spouse – legible photocopy of the marriage certificate
 - Dependent – legible photocopy of a birth certificate showing the name of the employee's spouse as a parent; legible photocopy of any court order, guardianship documents or affidavits of dependency, with the presiding judge's signature and filed status; a legible adoption or legal placement decree/order with the presiding judge's signature.



Ongoing Rules After Special Enrollment Period:

- After the initial special enrollment period, KEHP's general qualifying event schedule will apply and employees will be required to add their spouse to the plan within 35 calendar days from the date of the marriage.
- These same rules apply to all newly hired/eligible employees.
- Spouses may also be added during open enrollment.

For questions you can contact the Enrollment Information Branch at 502-564-1205 or 888-581-8834.